

## **Faculty and Staff Benefits Committee Resolution Assessing the Probable Financial Impact of Adoption of Domestic Partner Benefits for The University of Alabama Community**

**Whereas**, the adoption of domestic partner benefits is estimated to increase the enrollments of health benefits by no more than 1.0 percent, and;

**Whereas**, this estimated percent increase in enrollments for families will result in an increase in annual premiums paid by The University of Alabama for health insurance of approximately \$60,000 - \$70,000, and;

**Whereas**, the adoption of domestic partner benefits will not impact the amount The University of Alabama pays for life insurance, and

**Whereas**, the additional number of domestic partners estimated to take advantage of the tuition reimbursement benefits, based on the estimated percent increase, is 10 people;

**Be it resolved**, that the Faculty and Staff Benefits Committee of The University of Alabama finds no significant financial barrier to the adoption of domestic partner benefits for the faculty and staff of The University of Alabama community, and encourages its adoption.

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## **Faculty and Staff Benefits Committee Resolution in Support of Domestic Partner Benefits**

**Whereas**, The University of Alabama accepts its responsibility to treat all employees equitably, and;

**Whereas**, the current University benefits policy does not provide benefits to partners of unmarried employees, and;

**Whereas**, the provision of such benefits is estimated to have a minor effect on university finances and;

**Whereas**, such benefits are provided by universities with which The University of Alabama competes for faculty and other employees, and;

**Whereas**, eligibility criteria for such benefits can be made specific (see [example criteria](#) below),

**Therefore, be it resolved** that the Faculty and Staff Benefits Committee of The University of Alabama urges the University administration to extend all benefits available to spouses of University employees to domestic partners of unmarried University employees (see [benefits](#) provided below).

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### **Example Criteria for Domestic Partner Benefits**

*The following criteria are examples of those commonly used by other universities in determining eligibility. They are provided here as examples that UA could adopt and to address the concerns of those who might see this program as being too open-ended.*

Those desiring such benefits must file an affidavit with the University declaring that:

1. They are 18 years of age or older.
2. They are unmarried.

3. They share the same residence and have been in a mutually exclusive partnership relationship for at least 12 months.
4. They intend to remain in this relationship indefinitely.
5. They are not related by blood or marriage to the degree prohibited for legal marriage in the State of Alabama.
6. They are jointly responsible for each other's welfare and share each other's financial obligations or basic living expenses as evidenced by three or more of the following:
  - o A joint mortgage or lease.
  - o Joint ownership of a motor vehicle, bank account, or credit account.
  - o A partner is named as beneficiary of life insurance or retirement benefits.
  - o A partner is named as the primary beneficiary in the other partner's will.
  - o A partner has been assigned power of attorney for health care or financial management by the other partner.
  - o Household expenses are shared by both partners.
  - o One partner has provided more than 50 percent of the support for the other partner and that partner's dependents.

Further, the employee of the University of Alabama must agree to:

1. Notify the University in writing of any change in partnership status within 30 days of such change.
2. Identify the names of all eligible dependents and their relationships to the partners.
3. Indemnify the University for any expenses incurred due to the filing of a false affidavit or failure to notify the University of changes in status that would affect eligibility of partners or dependents.

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### **Benefits Provided**

Domestic partners and their dependents shall be granted the same services and benefits as those provided to married spouses and their dependents, except where expressly prohibited by law. All University policies that affect employees, spouses, and their families also apply to employees, domestic partners, and their families.

**(Adopted by the Faculty & Staff Benefits Committee on April 07, 2008)**